

# The Call and Qualifications for Missionary Service

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BY THE  
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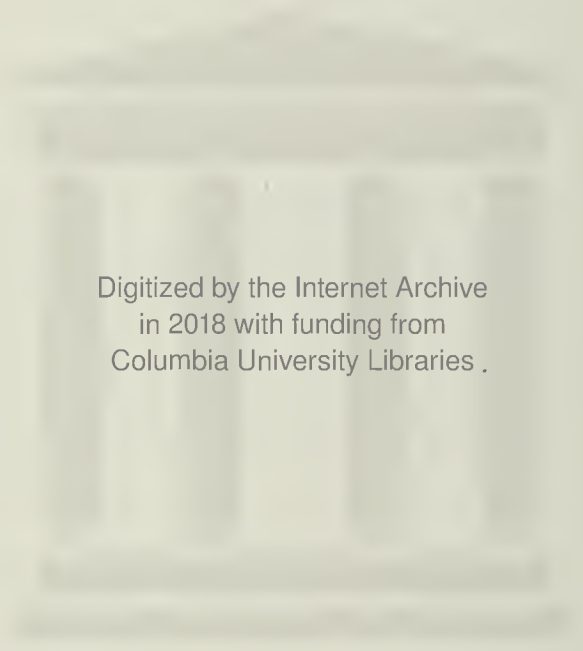




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# THE CALL AND QUALIFICATIONS FOR MISSIONARY SERVICE

*as related particularly to the Board of Foreign Missions of the Presbyterian Church in the U. S. A.*

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## Qualifications—General

### 1ST GENERAL STATEMENT

**T**HE qualifications for missionary service are twofold, and may be classed under the terms general and specific. They are accurately described by Dr. Alexander McKenzie in speaking of a man's calling when he says:

"What shall he regard in making his choice? *First of all* he must devote his life to his Creator and the doing of His will. Second—He must consider himself, to discover his talent (for he may be sure that he has talent of some sort) to find what he is made for and what he can, therefore, do best."

No man should go to the Foreign Field who has not definitely decided that if he remains in the home field, he will submit his life to the will of God. The desire to travel, the necessity of gaining a livelihood, the purpose to escape from trying conditions at home, the hope of rectifying past mistakes or wrong doing, the love of adventure, the allurements of the romance of Missions, are not sufficient reason for entering the service.

First and foremost, one must have learned to know God through Jesus Christ, have grasped his purpose for the world and have felt within himself a cordial assent to the truth that *only* through Christ, can the desire of God be accomplished. The recognition of such a truth will always center in a man's own personal experience. If one does not realize his own individual indebtedness to Christ, he cannot recommend Him to another. The core of the matter lies in a man's undying and irrepressible loyalty to Christ as his Saviour. When a man has settled this primary question and has determined that irre-

spective of time, place or position he is going to make the proclamation of salvation through Christ, the major business in life, he is ready to take up the question as to the exact place where God wishes him to work.

### The Call

NOT every man is called to Foreign Missionary Service as a life work; but every man who desires to work only in the place of God's appointment and where the need is greatest will be compelled to survey the whole field of the Kingdom before making his decision. If we leave out a factor in a problem of mathematics, we cannot get the correct answer. He who would know God's will for his life must review the total of God's work in the world. The progress of civilization resulting in the opening to man's inspection of practically every country on the globe, is not an accident. It is more than a hint. It is God's challenge to the young men and women who are selecting their life work to do so only after they have made a careful and reasonable survey of the whole field. There are many reasons God will accept for one's not going into foreign missionary service, but *willing ignorance* is not one of them. The highest happiness or truest contentment cannot be expected by the worker in the home land who was afraid to feel the needs of foreign lands. We must hear God's voice telling us to stay in this country as well as bidding us go into a foreign country. This is not possible unless we have exposed ourselves to the fascination and pull of the needs abroad. If the greatest intellectual challenge of the future is to be in India, or the greatest social problems are to crystallize in China or Japan, the men who would share in the solution of these problems ought not to settle down in America. The cry of the world's



need drew Christ to the center of its suffering. The cross was the measure of Christ's response to the Missionary Call. It was the farthest point from his Father's home. He did not hesitate until he had reached that point. Read the Second Chapter of Philipians. It is incumbent therefore that those who are facing life's decision should acquaint themselves with the facts. This does not mean exhaustive study of every field. A man would pass the age limit for appointment long before complete information could be obtained. It does mean a survey of the events, and problems, the perils and opportunities of the Kingdom of God today.

The means at a man's disposal are:—

(a) The reading of books, some few that survey the whole field—some on the different fields.

(b) Consultation with Missionaries and Secretaries of Boards.

(c) Personal inspection of the field if that be possible. A man of means is peculiarly equipped to learn God's will. His ability to travel is part of God's call to him. The message may come through his money rightly used.

(d) Honest commitment to the Gospel of the Kingdom. If a man begins to push in the line of God's purposes, he will soon stand face to face with the Missionary obligation. The Gospel is not a halfway measure.

(e) Definite and intelligent *giving*. We ought not to escape the danger of having our heart follow our treasure. Instinctively a man will desire to learn about that which he is supporting.

(f) Prayer and Communion with God.

It is in the times of a man's solitude that he is able to see things in their true proportion and relationship. When the evidence is all in, we need God's help in weighing it.

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A decision that needs the glamor of the crowd to make it glow is defective. A decision that is announced first to God in solitude will survive every test.

After a man has felt the longing to go to the field and has heard the Call, he must ask himself whether he has the qualifications that make it possible for him to answer favorably.

### Qualifications—Specific

**T**HIS brings us to the consideration of some of the qualifications which should not be considered merely as factors in a human problem but as those by which God indicates His will.

### Physical

#### (A) THE PHYSICAL FACTOR

**B**EWING to the inevitable physical and nervous strain involved in Mission service, the Board has been led to require of its candidates a sound constitution, good health and alert senses. An examination by a reputable physician (preferably not the family doctor) is required. Where possible, the Board's own physician is advised. Blanks indicating the extent of the examination are provided by the Board. The right is always reserved to require a second examination in New York by the Board's physician just before sailing, and to cancel the appointment if in the opinion of the Board's physician risk would be involved in the applicant's going to the field. Candidates are particularly cautioned against the danger of overstrain during the time of preparation. Regular exercise should constitute part of the preparation, and the Board is preparing, particularly for women, a health pamphlet which will be sent to candidates. The physical factor should be decided as early

as possible to avoid disappointment if the doctor's decision is adverse; to give opportunity for repairment of health, if it be found necessary.

## Mental

### (B) THE MENTAL FACTOR

THE Board has always been insistent upon a high mental standard, but intellectual progress in the East has made it imperative that special emphasis be laid on this point. The representatives of eastern life and thought are alert, keen and eager. No slipshod mental equipment can meet them. The Board is looking, therefore, in all its candidates, for those who in all probability, did they stay at home, would be leaders in the thought of the time. Men and women of high standing in our colleges and seminaries should feel that God is particularly calling them to this service. At the same time men and women of no surpassing ability, but of good sense and true devotion, are encouraged to apply, for it is those of this class who have ever been and must ever be the main reliance of the work, and the Board is ever seeking such.

While a college education is highly desirable, and in some phases of the work essential, it is not an absolute requirement of all candidates.

The main thing is that a man should be fully and splendidly equipped for his task. The nature of his preparation will depend largely on the kind of work he is to do. A man should not omit college in order to "short cut" into the foreign field. If omitted it should be in order to pursue a more thorough and difficult specific preparation in some technical or specialized school.

For this specialized preparation the Board recommends that candidates follow in general

the suggestions of the Board of Missionary Preparation and descriptive pamphlets will be sent on application.

### Moral

#### (C) THE MORAL FACTOR

**I**T goes without saying that those who are accepting a relaxed moral standard should stay at home. The strain to do right is hard enough in favorable surroundings. When one's life is to be set midst moral miasma and ethical looseness, he must be especially fortified. This is not to say that those who go to the field must have reached perfection. No man ever escapes temptation, but the candidate for Mission service must not be giving hospitality to any known sin.

Ian McLaren says: "As a matter of fact the difference between the best man and the worst, between Jesus and Judas, is not that one is tempted and the other is not, but that one has pledges of victory in his character and the other prophecies of defeat." The Foreign Missionary should have assurances that he possesses the Pledges of Victory.

Sin yielded to but honestly repented of and conquered is not prohibitive of missionary appointment but the concealment of any chapter in one's life story for fear it will hinder one's going is a wrong itself—absolute frankness is requisite on the part of candidates and the confidence will not be abused.

#### (D) SOCIAL QUALIFICATIONS

It is important that a missionary should be qualified to meet people. His relationship with other missionaries, with foreign communities and with those whom he would serve, will be close and intimate. The social

contacts will be intimate, constant and delicate. Unless there be inherent refinement, usefulness will be impaired and disaster follow. It is not necessary that one should be highly born or have been granted every opportunity of culture. It is necessary that there should be that inborn sensitiveness that is able to appreciate another's point of view, grasp a situation and that will consider discourtesy and quarrelling as spiritual defects. Some of the strongest missionary timber was selected in the rough but it proved itself capable of the finest polish.

### Doctrinal

#### (E) THE DOCTRINAL FACTOR

**T**HE Presbyterian Board of Foreign Missions is an administrative and not a theological body. By the direction of the General Assembly no candidate is sent out by the Presbyterian Board who cannot present a certificate and recommendation either from the session of the church, if he be a layman, or the Presbytery with which he is connected, if he be a minister. In case any question is raised as to the candidate's doctrinal opinions, the matter must be referred to those bodies. The Board has always held that it was founded to propagate primarily the knowledge and truth of Christ. Its candidates are therefore tested by this standard. Ministerial candidates are examined by their Presbyteries. The Board on its blanks asks candidates whether or not they hold views at variance with those embodied in the standards of the Church. This is necessary because it would be highly undesirable for those so closely associated, as are foreign missionaries, to hold views of such divergence as would confuse those with whom they labor. The Board is

in entire accord with the wonderful movements of the present day looking to church unity on the foreign field, and for this reason puts special emphasis on doctrines that are essential and universally accepted, and lays less stress on what is peculiar and divisive. It recognizes, moreover, that the problems that a missionary must meet will cover all phases of truth and would therefore encourage its candidates in the fullest scrutiny of problems, intellectual, social and religious. Where foundations are to be laid, it is important that the builders know what is solid and essential.

Particularly important is it that a man should have a faith tested by personal experience, and an apologetic which is not merely theoretical.

Well may it be said of the foreign missionary as it was of a home missionary that what is needed is men, who will "travel without blinders and stand without hitching."

### General

#### (F) GENERAL FACTORS

**I**T is often the case that a candidate who is well fitted for service physically and intellectually and doctrinally, is rejected. The reason lies in the presence of certain disqualifying traits, which workers on the Mission field have found to be like the "fly in the apothecary's ointment," able to spoil the whole man for usefulness.

Over-sensitiveness to criticism, lack of good judgment in practical affairs, inability to get on with others, untidiness in personal appearance, inability to yield one's opinion to the majority, laziness, carelessness in money matters—these and other kindred things, which can oftentimes be felt rather than seen,



and which are discovered between the lines of the written application and testimonials, make it right to hold men back. Not in the narrow and conventional sense, but in the broad Christian sense, the Foreign Missionary should be a *gentle-man*.

Good nature and indomitable courage are prerequisite to missionary service. When one can say with Mary Porter Gamewell, of China, "I refuse to acknowledge that there is anything I ought to do which I cannot do," and can make a "joke of hardships," he possesses the disposition that will lead him to success anywhere, but particularly on the foreign field.

### Home Ties

A VERY clear word should also be said about the breaking of home ties. While the call of duty should never be disobeyed, the candidate should ever remember that those left at home are often asked for a greater sacrifice than the one who goes forth to his task. Aged parents dependent upon one for support, should not be deserted. The opposition of Christian parents should not be ruthlessly disregarded. Delay of a year or two until consent is obtained is better than going unblest. The loving approval of those who at first opposed has many times been gained by patience.

While this is true, the Board would caution candidates not to exaggerate into serious obstacles the natural disinclination of parents to have their children leave home. It is entirely natural that the decision of a son or daughter to enter foreign service should arouse disinclination on the part of parents. Even though they are entirely willing, the prospect of separation brings sorrow. This is normal and natural; this does not, how-

ever, constitute a reason for giving up one's life work, and no one will be quicker to see this than the parents themselves. They would be the last persons to stand in the way of their children's purpose.

### The Wide Opportunity

#### II. VARIETY OF WORK OFFERED ON THE FOREIGN FIELD

**W**ITH each advancing year, a greater variety of work opens to the missionary. At first, his principal duty was preaching. Now there is demand for teachers in almost all branches included in the school and college curriculum; for physicians, industrial workers, business managers, printers, housekeepers and nurses. Never was there a wider opening to both men and women than today. This fact is one of the strongest indications of God's call to young people. He is standing before every young man and woman saying, "What is that talent in your hand, give me that, consecrate it to my service and you will be as truly a missionary as the most eloquent preacher who goes to the field."

The distinction between the different kinds of mission work should not be emphasized as if one were paramount. Who shall say whether the doctor, preacher, nurse, or industrial worker has the greater evangelistic opportunity? Only He can decide who reads the heart and knows how deep is a man's *love* to his Saviour.

The question is often asked as to whether the Board desires candidates to volunteer for special fields and specific work. The demands of the field, and moreover methods of education, have made this inevitable. It is natural for a man who has spent years in equipping himself in a particular line, to regard this



equipment as the talent which he would put at God's disposal. It is also right that a man should express a preference as to the field in which he would serve. The Board expects to ask candidates to express their preference—on the other hand, it expects them to be willing to face the possibility of going to the point of greatest need and, in consultation with the Board, to consider this matter. The candidate must also remember that after reaching the field, the responsibility of exact location is left in the hands of the mission, and be ready to abide by its decision. The manual rule in this regard is based on the corporate oneness of the mission and not upon individualism.

### Preparation

#### III. SUGGESTIONS AS TO PREPARATION

**I**N brief, the candidate for the foreign field should seek the most thorough preparation possible. If any relaxation in training is permissible, the man at home can afford it better than the foreign missionary. At home there are chances to replenish one's stock of information; abroad the chance is not so great. Physicians especially are deprived of the aid of specialists, and should, therefore, be fully equipped to meet all emergencies. Ministerial candidates should take the full course in the seminary, and doctors should not clip off a year of study. At least a year in hospital service should be taken. It is not sufficient for missionary doctors to attend partial courses in special institutes or training schools, in lieu of a course in a regular medical college. Nurses should, as a rule, have at least a High School training or its equivalent, preparatory to the two or three-year nurses' training course. There is not the need that there once

was for all missionaries to have a partial medical equipment. Most stations have regular physicians attached to them. If, however, in connection with one's regular preparation and without interfering with it, the prospective missionary can take a course in "first aid to the injured" or acquire almost any useful accomplishment, it is so much added strength. Musical ability is a great aid in reaching the people.

In view of the rapid development of the Government systems of education in many parts of the foreign field, it is becoming equally important that missionaries who are to take up educational work should have special training. A good normal course, with practice in teaching more than one grade, is strongly recommended. There should be such a grasp of the theory of education as shall enable a teacher to adapt universal principles to oriental conditions rather than merely to apply American methods indiscriminately. Even for those who are not assigned to educational work a general knowledge of principles and methods is desirable, since not only will this be useful in many forms of missionary work, but emergencies may render it necessary for an evangelistic missionary to be called upon at short notice to take charge of a school.

### **Bible Study—Reading**

**A**LL candidates for the Foreign Missionary service are recommended to take some thorough course that will make them familiar with the English Bible and its use in evangelistic effort. If possible a course in some Bible school is advisable. If this is not possible, the following list of books is given as suggestive for a short course of profitable reading for lay workers. In securing the books

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effort has been made to procure accurate information in condensed form, and statements which will fortify one's faith by constructive statement. The list prices of these books are given and special rates can be secured by ordering from the Board.

### OLD TESTAMENT.

- "Outline Studies in the Old Testament,"  
Moorhead ..... \$1.50

### NEW TESTAMENT.

- "The Teachings of the Books," Willett  
and Campbell ..... .50

### CHURCH HISTORY.

- "The Growth of the Christian Church,"  
1 vol., Nichols..... 1.50

### THEOLOGY.

- "Outline of Christian Doctrine," Moule. 1.00  
"The Fact of Christ," P. Carnegie  
Simpson ..... .75  
"The Atonement and the Modern Mind,"  
Denny ..... 1.00  
"Christianity is Christ," Griffith-Thomas .40

### APOLOGETICS.

- "Handbook of Christian Apologetics,"  
Garvie ..... .75

### COMPARATIVE RELIGION.

- "History of Religion," Menzies..... 1.50

There are also some topics for general reading that will be most advantageous. The candidate should have some knowledge of the history, civil, political and religious, of the Eastern nations in general and of the country to which one is assigned in particular. The story of Mission work should also be read,

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particularly that of one's own church. The biographies of great missionaries are always a strength and stimulus. Of these the following are suggested as typical.

Personal Life of David Livingstone.—Blaikie. Revell.

John Livingstone Nevius—Nevius. Revell.

Life of William Carey, D.D.—Smith. John Murray, London.

Life of Alexander Duff—Smith. Hodder & Stoughton, London.

Henry Martyn—Smith. Revell.

Life of Isabella Thoburn—Thoburn. Eaton & Mains.

Life of Adoniram Judson—Judson. American Baptist Publication Society.

D. M. Thornton—Gairdner. Hodder & Stoughton, London.

Ion Keith Falconer—Sinker.

Faith Working by Love: The Life of Fidelia Fiske—Fiske.

Pastor Hsi—Taylor. Revell.

Joseph Hardy Neesima—Davis. Revell.

There should be a general understanding of the missionary program, such as can be obtained by the reading of "The Foreign Missionary," by Rev. Arthur J. Brown, and "Christianity and the Nations," by Robert E. Speer. The text books of the Women's Boards, the Young People's Missionary Movement, and the Student Volunteer Movement, can be recommended for those whose time for reading is so limited as to demand the material in condensed form. An extended bibliography covering the different fields and religions can be obtained through the Board of Missionary Preparation by writing either to Rev. Stanley White, D.D., 156 Fifth Ave., or Rev. Frank K. Sanders, Ph.D., 25 Madison Ave. This bibliography is so *marked* as to suggest courses of study of different lengths.

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For those who can pursue a more thorough course the following suggestions are made:

(1) Books on the organization of primitive and oriental society, Bagehot's "Physics and Politics" makes an excellent introduction to this subject. Gulick's "Evolution of the Japanese." Hearn's "Japan, An Interpretation," and Smith's "Village Life in China" offer very valuable views of various types of social life in Japan and China. Townsend's "Asia and Europe," treating mainly of India, is thought-provoking. Tenney's "Contracts in Social Progress" summarizes conditions in non-Christian countries.

(2) Books on non-Christian Religions. This is a very large subject and demands careful detailed study. A few suggestive books may be noted. On primitive religions, Jevon's "Introduction to the History of Religion" gives the theoretical, and Warneck's "Living Christ and Dying Heathenism," the practical side. Lyall's "Asiatic Studies" has some fundamental ideas for Indian religion. Uchimura's "Diary of a Japanese Convert" gives a unique account of the personal experiences of a thoughtful heathen. The report of the Fourth Commission of the Edinburgh Conference presents an exceedingly valuable summary of the principal non-Christian religions from the missionary standpoint. "The Religions of Mission Fields," published by the Student Volunteer Movement, may serve as a brief introduction to this report.

(3) Books on missionary methods. The reports of the Edinburgh World Missionary Conference, in nine volumes, are the most recent and thorough treatments of this subject. They deserve very thoughtful study. Outside of these, the best documents are probably the report of the Shanghai Conference of 1907, and Gibson's "Mission Problems and Methods in South China." Lucas' "Empire of Christ"

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is stimulating even where it does not command assent. "Missionary Principles and Practice," by Robert E. Speer.

Other books to be mentioned are: "Unity and Missions," by Arthur J. Brown, D.D.—Fleming H. Revell; and "Rising Churches in Non-Christian Lands," by the same author; "The Crown of Hinduism" and "Indian Faiths," by J. N. Farquhar; "Changing Chinese" and "South of Panama," by Edward A. Ross; "The Continuation Committee Conferences in Asia," 1912-13, by John R. Mott; "Missionary Methods—St. Paul's or Ours?" Roland Allen; "Inside View of Mission Life," Annie L. Baird; "Crusaders of the Twentieth Century" (especially on methods of work among Moslems). W. A. Rice; Reports of the Foreign Missions Conference of North America, Foreign Missions Library, 156 Fifth Ave., New York. "The Religions of Modern Syria and Palestine," by Bliss. "Chile and Her People of Today," "Guatemala and Her People of Today," "Mexico and Her People of Today." "The Cross Roads in the Near East."

(4) Books on pedagogy. The Board issues an annotated bibliography of some of the more recent books on this subject. For those who can read only a few, McMurray's "How to Study" and "The Elementary School Curriculum," published by Teachers College, Columbia, are perhaps the most suggestive for the teacher. Gilbert's "The School and Its Life" and Reeder's "How 200 Children Live and Learn" are excellent for school management. For the more mature, Dewey's "School and Society," "The Educational Situation," "The Child and the Curriculum," "Ethical Principles Underlying Education," and "How We Think," though brief, will be invaluable for a philosophy of education. Pease's "Outlines of a Bible School Curriculum" indicates the

best ideals of modern Bible study. Such books as King's "Rational Living" and Gullick's "Mind and Work" will be useful to all who wish to cultivate personal efficiency. "The Missionary Review of the World" is a missionary magazine which every candidate should read. It will be found in libraries or may be obtained together with the books suggested from the Presbyterian Foreign Missions Library, 156 Fifth Ave., New York.

### **Conference of Outgoing Missionaries**

**T**HE necessity of bringing appointees of the Board into close contact with the secretaries and the members of the Board has led to the holding in the spring of each year in New York of a conference of all outgoing missionaries, when all matters of missionary motives, policy and administration are carefully considered. The Board considers attendance at the conference of primary importance, and only in exceptional cases should it be omitted. The expenses of all candidates to and from their homes and entertainment while in New York are provided by the Board, with the exception that wives and fiancées are not brought from beyond the Mississippi.

### **Missions and Assignments**

#### **IV. PRINCIPLE UPON WHICH ASSIGNMENTS ARE MADE**

**T**HE Presbyterian Board has 28 Missions located as follows:

Africa, West

Brazil, Central  
South

Chile



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China, Central  
Hainan  
Hunan  
Kiangnan  
North  
Shantung  
South

Chinese, Japanese and Koreans in U. S.

Colombia

Guatemala

India, North

Punjab

Western

Habiganj South Sylhet

Japan

Chosen (Korea)

Mexico

Persia, East  
West

Philippines

North Siam

South Siam

Syria

• Venezuela

They embrace climates of all kinds, from tropical to temperate.

The principle upon which assignments are made is very simple. It depends upon the need on the field and the ability of the applicant to supply that need. Temperament is suited to climate, ability to opportunity, talent to specific requirement. As far as possible candidates are assigned to the land they prefer. Candidates are, however, urged to offer themselves to the Board without conditions and yet with frank expression of their desires. The Board will always take these into account.



### Language Study

**T**HE Board generally makes its appointment to missions and not to stations or special work. The Mission assigns to specific places and tasks. Its members are much more cognizant of the local needs than the Board possibly can be. While there are some places where the teaching is in English, the Board expects all its missionaries to acquire the vernacular of the country to which they go. To this end it provides language teachers and makes full membership and voting in the Missions dependent upon passing a successful test in language study.

### Age Limit

**T**HIS explains the hesitancy of the Board in sending out persons who have passed thirty years of age. Experience has shown that after thirty, except for those who have special linguistic gifts, languages are hard to acquire. This delays one's active participation in the work three or four years, and sometimes means permanent inefficiency. Candidates generally should go to the field before they are thirty, but there is no fixed age limit beyond which the Board will not consider applications.

### Preliminary Physical Examination

**V**ERY early in one's thought of missionary service it is well to consult a good physician to learn if there is any lurking trouble which would prevent appointment; for a slight heart weakness or tendency to tuberculosis or other disease which would not be hostile to good work at home would hinder appointment. By doing this, candidates are saved the disappointment of being rejected after long prep-

aration and sometimes are able to take treatment that removes the obstacle to appointment. This examination is not a substitute for the regular one at the time of appointment.

### Marriage

**T**HE Board commissions both married and unmarried missionaries, and there is a large field especially for single women. Far better is it for one to go to the field unmarried than to take this step hastily. The Board would warn all candidates from entering into marriage alliance for any other reason than the deepest and truest God-given affection. Hunting for a wife because one does not want to go alone is almost certain, especially if the choice be hastily made, to prove disastrous to the work and to happiness. It is fitting also that the Board should speak a word of caution against young people making engagements in matrimony prematurely or while yet in college or the early years of the seminary course. It is better to wait until one's decision is finally made and the missionary purpose thoroughly understood before involving oneself in an engagement.

Married people with children are not encouraged to apply. The risk to the lives of children taken from this country to the Mission field is too great to make such appointment anything but the exception.

### Salary

**T**HE salary paid to a missionary is not based upon ability—no Board could compensate adequately those who represent it on the foreign field. Speaking generally, it is a living salary only and varies according to the demands of different fields. It is calculated on the basis of need and, together with the

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allowances, such as house-rent, medical attendance, outfit and travel expenses, amounts to a living. There is little chance for a missionary to lay by money or to pay back debts, and for this reason the Board requires all its applicants to be practically unencumbered financially. The Board feels itself responsible for the following items and therefore asks churches and individuals in assuming the support of a missionary to contribute \$1,500 for a single person and \$3,000 for a married one. The following are the approximate average expenses of a married missionary's support:

Salary .....	\$1,660.00
Outfit, travel (including furlough travel) and children's allowance...	700.00
Rent or pro rata of cost of building and maintaining a residence.....	400.00
Cost of native work, including helpers, maintenance of school or hospital work, itinerating and station expenses .....	1,600.00
	<hr/>
	\$4,360.00

It will be seen that it costs the Board more than the sum asked from the churches to put the missionary in the field and maintain him there. It is well for candidates to interest churches and individuals in their support, for it both makes the appointment more likely and awakens enthusiasm in the home church.

### **Provision for the Future**

**T**HE Board is endeavoring to perfect a plan in connection with the Board of Ministerial Relief and Sustentation which will provide under regular actuarial rules for a modest pension for missionaries both men and women who are invalided home or retired after long years of service.

### **Outfit**

**T**HE Board gives to its candidates outfit allowance as follows: \$250.00 to each newly appointed missionary or \$500 to each married couple. In some fields, however, the Board owns the furniture and house furnishings and missionaries to that field are granted only one-half of the regular outfit allowance, namely, \$125 to each single missionary and \$250.00 to each married couple. Medical missionaries going to stations which have no medical or surgical equipment are granted in addition a medical allowance of \$150.00, it being understood in either case that the outfit allowance shall not be drawn unless actually needed. Such portion of the allowance as is needed is available at any time within three months of departure for the field, either by having charged against it bills which have been incurred, or any cash for cash purchases. All missionaries are urged to reserve a portion of the outfit allowance—preferably one-half, for use after reaching the field.

### **Term of Service and Furlough**

**T**HE terms of service vary for different missions because of climatic and other reasons. They range from three to ten years, with a furlough at the end of each period generally of one year, and with provision for an intermediate furlough in cases of necessity.

The exact terms of service are now under consideration and revision by the Missions and the Board and may vary somewhat from those in force in the past.

It is hoped that the new missionary will make his first term of service such that it may be a real completion of his preparation for his life work. During this term he must give much attention to the study of the

language. He is getting his bearings in the new situation and when he returns to the United States on his first furlough should have a pretty clear idea as to where and how he could do his best work for the Master on the foreign field. Consequently it is of the utmost importance that he should plan for graduate study during his first furlough. He will have a background for this now which was not possible before, and can focus intelligently upon what is to be the main work of his life and by graduate work better prepare himself for it.

### Of Making Application

#### V. MAKING APPLICATION

**A**S soon as a candidate has decided to take up work in the foreign field, he should begin correspondence with the Board. This serves a double purpose. It gives definiteness to his purpose and it enables the Board to manifest its interest and serve the candidate by counsel and advice.

Definite application, involving the filling out of blanks, should be made at least a year before one hopes to start for the field. This is necessary because of the almost-unavoidable delay in gathering testimonials. Because of the great care that is necessary it sometimes takes three or four months and even longer to collect and pass upon testimonials. In giving references the persons named should be outside of the family and from those who have knowledge of the candidate's life, both social, educational and spiritual.

Oftentimes the Board has to follow clues merely suggested in the answers, for its investigations are never confined to the references named by the candidate. All the papers in each case must be reviewed by all the secretaries and gain their approval.

The applications of men are sent directly to the Candidate Secretary of the Assembly's Board. Those of the women are sent to the Candidate Secretary of the Woman's Board. The proper correspondent is indicated on the blanks. As far as possible candidates should seek a personal interview with some representative of the Board.

After all testimonials are gathered and approved by the Secretaries of the Board, they are submitted with full statement to the Board itself, and are passed by that body. Appointment which means approval is often made without assignment, it being understood that as soon as a definite field opens the one assigned will be commissioned. An accepted candidate should keep in touch with the Board, making at least semi-annual reports, and should not wait for the Candidate Secretary to write first.

### Declination

**I**N declining candidates the Board reserves the right to do so for general reasons without going into specific details. Where opinions differ widely, the Board feels that, with a full knowledge of facts, it is more competent than any individual to decide wisely. Long years of unwritten history and experience make it the best judge of fitness. If candidates come into the intimate relation they should with the Candidate Secretary, they will soon discern that the one desire of the Board is to establish full and frank intercourse which will be mutually helpful whether the applicant is appointed or not. Every fully qualified candidate will be sent out. Declination by the Board is not a disgrace, but should be regarded as the indication that God, speaking through men who are prayerfully trying to know His will, has indicated His desire that

work should be done elsewhere. To the one who has been truly trying to follow God's will there comes at once this second call: "If I cannot go to the field, how can I best serve the cause at home?" Some of the greatest forces in Mission work today are those who were held back from the field originally.

If a candidate is declined for specific reasons given and these reasons are subsequently removed, it is proper that his application should be renewed.

All correspondence on the subject of Missionary service under the Presbyterian Board of Foreign Missions should be addressed to

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